



MEMORANDUM

TO: Mayor and Council

FROM: Spencer Cronk, City Manager *SC*

DATE: June 8, 2018

SUBJECT: Austin's next Police Chief

I am providing an update on my efforts vetting Interim Chief Brian Manley as the sole finalist for Police Chief. As you are aware, I launched an engagement process that gave Interim Chief Manley an opportunity to set out his vision for leading and transforming public safety in Austin and allowed the public an opportunity to provide feedback.

Two community forums were televised by KRLU and a range of questions were raised with the Interim Chief. Interim Chief Manley also participated in several panel interviews and meetings with other residents. Additionally, community members were able to share their thoughts throughout the month of May about the key characteristics and areas of focus for a new Chief of Police using a number of options:

- Online at www.speakupaustin.org/OurNextChief or in Spanish at www.speakupaustin.org/proximojefe
- Via text by sending the word "Chief" or, for Spanish, "Jefe" to 512-580-8850
- By email at OurNextChief@austintexas.gov
- Via phone by calling 3-1-1 (language services available)

To ensure the process was inclusive, we provided interpretation services for meetings and materials in both English and Spanish. GovHR USA was hired by the City of Austin to compile a report of all of the public feedback and facilitate interview panels. I have attached a copy of their executive summary.

In summary, many of the residents provided positive feedback regarding Chief Manley's character as an honest and trustworthy leader who effectively led the department through this interim period and noted his outstanding leadership in responding to the Austin bombings. Citizens also valued his knowledge of Austin and policing as a 28-year veteran of the department and his personal engagement in this community. However, there were concerns raised by citizens who questioned whether or not he is able to bring about a cultural change in the department around areas of community policing, oversight and accountability. This concern was primarily due to his internal candidacy status and the uncertainty of whether or not an internal candidate can be an effective change agent.

I appreciate the feedback from the residents and have decided to use the feedback to further shape my performance expectations of Brian Manley as our next Police Chief. Based on our conversations, Interim Chief Manley has agreed to focus on the following areas if permanently appointed as Police Chief.

Safety

- Ensure Austin remains one of the safest cities in America.
- Reduce the crime rate and deter criminal activity.
- Support the effort to determine the best DNA lab capability for Austin-Travis County.

Community Policing and Transparency

- Improve community policing practices by:
 - a. Increasing transparency through improved data collection and reporting, specifically on racial profiling and cite-and-release reporting.
 - b. Increasing community policing training during academy training, specifically in the area of diversity training.
 - c. Improving tracking of officer's time spent on community policing endeavors and results of those efforts.
- Be supportive of ways to enhance police oversight and officer accountability opportunities within and outside of any meet and confer agreement. The Chief is supportive of the current Police Monitor's role and expanding that function in the future.

Staffing

- Focus on efforts that enhance diversity at all levels of the department.
- Bring new and diverse perspectives to policing by acquiring executive-level talent at the sworn and non-sworn ranks that will improve community relations and incorporate best practices from other agencies around the country.

Training

- Require all Assistant Chiefs and Commanders to attend Undoing Racism training within the 2018 calendar year. This is a community-based training that the Chief has personally experienced and has found transformational. He wants his leadership team to experience the training with community members as well.
- Enhance the academy training model for cadets on diversity and incorporate additional diversity training with community members participating in the class with cadets.
- Enhance de-escalation training with more effective response to individuals with mental health crises.

- Have department-wide conversations about expectations on officer conduct, to include a discussion on de-escalation and emphasis on the "guardian" style of policing over the "warrior" style. This should link to the additional de-escalation training currently being designed for the department.

Other Efforts to Promote Equity and Inclusion

- Continue to have the Equity Office perform an equity assessment of APD.
- Support the Homeless Outreach Street Team (HOST) program in addressing the root causes of homelessness.
- Continue to value immigrant and guest rights by valuing safety over status.
- Support the sobriety center and reduce number of arrests for low level offenses.

I am confident Brian Manley will meet my performance expectations in these critical areas. Therefore, I intend to have an item on the June 14th Council Agenda to ask for your confirmation of my Appointment of Brian Manley as Austin's next Police Chief. Please let me know if you would like to meet and discuss this matter prior to June 14th.

XC: CMO Executive Team

Attachment: GovHR USA Executive Summary Report on Engagement